

NAF PAY SYSTEM

PAY REPORT

The rates of pay for NF Levels 1 and 2 and the minimum of Level 3 are adjusted in accordance with local prevailing rate surveys. The latest changes, effective the first day of the first pay period beginning on or after November 9, 2002, were as follows: Average increases of 32 cents (3.9 percent) for Level 1 and 45 cents (4.5 percent) for Level 2. The rates of pay for NF Levels 3, 4, 5, and 6 may be adjusted as the General Schedule is adjusted. The adjustment shall not exceed the respective adjustments granted to corresponding appropriated fund GS and SES employees. The latest General Schedule increase is effective the first day of the first pay period beginning on or after January 1, 2003.

SURVEY SUMMARY BY PAY LEVEL

<u>SURVEY JOB TITLE</u>	<u>WEIGHTED MATCHES</u>	<u>AVERAGE</u>	<u>RANGE</u>	
			<u>HIGH</u>	<u>LOW</u>
NF - 1				
SALES ASSOCIATE	173	8.51	11.85	7.15
CASHIER-CHECKER	178	7.62	9.68	7.00
TELLER	487	10.66	17.84	9.00
DESK CLERK	283	8.99	11.04	6.75
NF- 2				
STORE DETECTIVE	19	9.69	12.52	7.28
HEAD CUSTOMER SVC ASST	12	9.52	11.06	8.04
SECRETARY	8	11.64	12.00	9.60
ACCOUNTING TECHNICIAN	27	10.78	12.50	8.50
NF - 3				
DEPARTMENT MANAGER	48	10.96	14.00	8.50
EXECUTIVE SECRETARY	8	14.99	19.23	13.00
BOOKKEEPER	12	13.75	14.26	11.00

WAGE AREA : #135 Santa Barbara, CA

ORDER DATE: September 3, 2002

SURVEY : #017/017-34